App. F. IX-4

194 E. 46 File No. 231-45

Previous References Elec) Serial Nos. 2, 5, 6, 7, 8, 9, 10,

Later References.
G.O. Elec. 1756-8 dt 23-12-46.

GENERAL AND REVENUE SECRETARIAT

Serial Nos. 7

Part B for November '46

SUBJECT

Revision of the scales of pay of the non-gazetted executive establishment of the Electrical Deptt. + proposal to give enhanced starting salaries to candidates recruited to Elec. Deptt.

G.O. Elec 2935-37 dt 7-6-'46.
G.O. " 859 dt 2-10-'46.

To The Chief Elect Engr.
" Comptroller
" Auditor, E.D.

Directs that certain modified procedure be adopted in re promotions of licenci-ates, certificate holders, graduates in science (Mech or Elect Engineering)

Dy 7/11

Revision of the scales of pay of the non-gazetted e
establishment of the Electrical Dept and proposal to g
enhanced starting salaries to candidates

General and Revenue Secretariat | File No. of 194 . | [App. F. III-2

Serial No.

Letter No. 27694 dated the 4th/9th April 1946 from the Chief Electrical Engineer submitting for sanction of Govt his proposals (i) for the revision of scales referred to above at an extra cost of Rs 1,19,400/- per annum and (ii) for grant of enhanced rates of salaries to graduates, Diploma Holders & Certificate holders of the School of Engineering, as detailed therein and adding that the extra cost of Rs 1,19,400 referred to will be met by suitable provision in the Revised Budget Estimate for the next year 1946-47.

1) The proposals for revision of scales are briefly as under :-

	Existing scales (which are to be replaced as per Reorganisation Scheme of 1944)			Revised scales proposed in the P.U.D. as now proposed by CEE			
	No.	Grade Rs	Average cost p.m. Rs	No.	Grade Rs	Average cost p.m. Rs	Extra Cost p.m. Rs
(a)	43.	125-10-175.	6808 1/3.	43.	150-10-200.	7883 1/2.	1075.
(b)	106.	80-5-125.	11528.	107.	100-10-150.	14,266 2/3.	2738 2/3.
(c)	1/107	50-10/2-100					
(d)	272.	35-5/2-80.	15776.	272	50-5-100.	21,911 1/9.	6135 1/2.
Total	422.		34,112 1/2.	422.		44,061 7/9.	9948 7/9 or

The existing scales were fixed under Govt Orders No. 855-F dated 12.9.44 and were contained in Govt Press Note No. 3447-6-45 and were shown in Flag B. [illegible] Rs 1,19,385 1/3 pa. Rs 1,19,400 (round)

2) The Auditor, Electrical Department has objected to the present scales in the proposed statement. The scales in this connection that as per Art 71-IV-(2) of Mysore Civil Account Code vol I, no proposals for revision of establishment should be submitted, after

NOTE—Contn. Sheet.

Serial No.

the close of the first two quarters of the financial year except when called for by Govt., and that however, the statement has been verified as the Chief Electrical Engineer states that these proposals are being submitted as per instructions from Govt. It may be mentioned here that no such instructions have been issued by the C.E.E. from the Electrical Secty. The last Reorganisation of the Elec. Dept was in Sept 1944 and it did not increase the scales of pay but only increased the number of appointments. (Page 7 of P.U.D.)

3) The second proposal relates to revision of the starting salaries of the qualified hands to be recruited to the Electrical Dept and it is as follows:-

	As at present under Govt. No. EDS 9-14/C dt 9-10-43	Enhanced rates of starting salaries as now proposed by C.E.E. in the P.U.D
	Rs	Rs
Certificate Students of the School of Engineering	35 in grade Rs 35-$\frac{5}{2}$-80	50 in the proposed revised grade Rs 50-5-100
Diploma Holders of the School of Engineering (Mechanical & Elect.)	50 in grade Rs 35-$\frac{5}{2}$-80	Rs 60/- in
Graduate in Elect. or Mechanical Engineering of Mysore University & Equivalent Examination	Rs 60 in grade Rs 35-$\frac{5}{2}$-80	Rs 80/- "
A First Class Graduate (in Mechanical & Elect Engineering)	Rs 70 in grade Rs 35-$\frac{5}{2}$-80	Rs 90/- "
A First in First Class Graduate (in Mechanical & Elect. Engineering)	80 in grade Rs 35-$\frac{5}{2}$-80	Rs 100/- "

4) The reasons for the revision of scales of pay and the enhanced rates of starting salaries to the non-gazetted executive staff of the Electrical Dept

Revision of the scales of pay of the non-gazetted executive staff of the Electrical Dept and proposal to give enhanced starting salaries to candidates recruited to Elec. Dept.

1864

Serial No.

have been furnished in detail by the C.E.E. in paras 1; 2, 4, 5 and 8 of the P.U.D. Financial Concurrence is necessary for the proposals. The revision of the scales of pay is a Comical case. As the C.E.E. proposes to meet the extra cost of Rs 1,19,400/- per annum by suitable provision in the Revised Budget Estimate for next year (1946-47), these proposals will have to be given effect to only from next official year, even if sanctioned earlier.

P.U.D. FW 16.4.46.

16/4/46

6. a) CEE is proposing revision in the scales of the non-gazetted executive staff of the dept at an estimated cost of Rs 1,19,400/-. The proposal is to overcome the difficulty experienced in getting the required no. of executive subordinates. A revision as proposed making the salaries attractive is necessary since there is quite a wide field open for the graduates & diploma holders as they complete the courses of study and with the existing low scales of pay, as compared with those of other Govt & private institutions & Companies, they hardly think of taking a Govt job. In view of the large post-war works ahead, the proposal deserves favourable consideration. Financial Concurrence is necessary.

Secy RK 16/4

b) C.E.E. has put up two proposals for (i) The revision of scales of pay & (ii) Revision of starting pays, to the non-gazetted executive staff of the Elec. Dept. Main reason for the

NOTE—Contn. Sheet.

revision of the scales of pay of the non-gazetted executive staff of the Electrical Dept and proposal to give higher starting salaries to candidates recruited to Elec Dept.

Serial No.

proposals appears to be non-availability of hands due to low scales of pay & late start in the Elec[2] Dept. The present scales & proposed scales for diff grades are given in para 1 and the present & revised starting salaries are given in para 3 of notes. The revised scales of pay if given effect to will mean an extra cost of 1,19,400 Rs which is proposed to be provided in the 46-47 budget.

7) The present scales are the same for similar posts in all the three technical Depts viz- P.W. Rys & Elec[2]. The rise in the Elec[2] Dept will have to be immediately followed by a parallel upward movement in the P.W & Rys Depts. The starting pays have been revised in the P.W. Dept and are under consideration separately with respect to the Elec[2] Dept. The starting pay of 1st class 1st is to be 100 Rs for graduates & for the other Graduates 80 Rs against 60 Rs as now. The same for diploma holders is to be 60 Rs against 40 as at present and 40 Rs may be given to the Certificate holders. These are more or less in consonance with the present proposals of the C.E.E. in this respect and may be accepted.

8) With respect to the revn of grades, both minimum & maxm are raised by the C.E.E's proposal. If so and this will have to be done for all three Depts & the extra cost involved for all may run up to 5 or 6 lakhs of Rs. Further, the maxm of the non-gazetted as proposed will be the same as the minm of the upper Gazetted Scale, viz. 250 Rs

Revision of the scales of pay of the non-gazetted staff of the Electrical Dept and enhanced starting salaries to candidates recruited direct

General and Revenue Secretariat | File No. of 194 (5) [App. F. III-2

1864 | Serial No.

and thus a further complication will ensue and the scales of pay of the upper grades may require at least a part revision. The question is thus of finance and it would certainly be desirable if this could be afforded for all the three Depts.

Min. P.W. & Dewan Min. Finance Secy. — KW/17.4.46. 18/4/1946

~~[illegible]~~

9) Recently we raised the starting pay in the P.W.D. I think it is enough if the starting pay may be raised in the Electrical Department also just as has been done in the P.W.D. viz.,

Passed men of the Engineering School	Rs. 50/-
Graduates	Rs. 80/-

10) With regard to ~~the~~ first class graduates; separate orders, I believe, are under issue and the same may be made applicable to the Electrical Department. The certificate holders will have to be started on a lesser pay.

11) No revision of grades need be made in the Electrical Department since if grades are revised in respect of this department, there will be a clamour for revision of grades in P.W.D. also and considerable extra cost will be involved.

KW/30/4/46 — 29/4

FINANCIAL ADVISER U.O.No. IV 6929 22/4 DAN

OFFICE OF THE MINISTER FOR PUBLIC WORKS 1 AP 1946 8152

NOTE—Contn. Sheet.

Revision of the Scales of pay of non-graduate) posts
Staff of the Electrical Engineers

(6)

File No. 1864 of 194 .

General and Revenue Secretariat

Serial No. 8152

I agree with the Fd. Secy.

Sy. 1/5/46.

KW 2 5/46.

RM 2/5

RM
19/5/46

(6) KW 21/5/46.

RM 21/5

17) Orders on the other file re. higher starting pay for 1st class B.Es will be awaited and thereafter orders will be issued on this file. 2098

RM 23/5/46

Secy) 18) RM 23/5

19) Yes
KW 24/5/46

RM 24/5

20) A draft letter to the GRs is put up for consideration. (hide also links file)

RM 31/5/46

Secy) 21) RM 31/5

22) Done
KW 1/6/46.

Issued No. E&S. 2935-37/Elec 231-45-S.

23) H. Com 4421- Dft Sy Lr approved. 7-6-46
Dft & Engr Instr (Marked Govts to the Secy. for perusal.)
RM 6/6

Issued 24) Done 4/6
NDZ 11/6/46. 1076

Initial pay to graduates of Engineering Students recruited ... Executive Institution ...

General and Revenue Secretariat | File No. 231-6 of 1945-46. (7) [App. F. III-2

Serial No.

Letter No 584 dated the 4th July 1946 from the Chief Electrical Engineer

Requests for the reconsideration of orders passed in the matter.

25) The C.E.E. now states that the Govt orders recently issued in re. starting pay for graduates, imposes a restriction in extending the benefit of the higher pay as the higher pay is admissible to the candidate's appointment or promotion to grade Rs. 80-5-125. The C.E.E. is of the opinion that the graduates in the Dept are not in any way benefited by the order unless the benefit of the higher pay is allowed in grade Rs. 35-5/2-80. He therefore requests sanction to start ordinary and First Rank graduates in Mechanical or Electrical Engineering on a pay of Rs. 80/- per mensem and Rs. 125/- per mensem respectively in grade Rs. 35-5/2-80. He also wants that the graduates in Engineering & Science, or Arts with certificate of proficiency in Electrical Technology of the Indian Institute of Science or with practical training in the Dept. be treated as B.Es.

26) He also requests that the order may be given effect to from 9th

Seria No.

March 1946 as in the P.W.D.

27) It may be mentioned in this connection that in the P.W.D. the graduates in Civil, Mechanical and Electrical branches have been granted an initial pay of Rs. 125/- on being entertained as Surveyors in the grade Rs. 60-5-125-10-175, the other graduates being started on Rs. 80/- in the same running grade. As there is no such running grade in the Electrical Dept. as in the P.W.D the grade of Rs. 80-5-125 was put in the G.O. to be on the par with P.W.D As regards the date of effect of the orders, it has to take effect from the date of the G.O. viz. 7th June 1946, as in the P.W.D. covers where there is no other effective date in the absence of any other orders to the contrary.

28) Submitted for orders.

29) As regards the grant of Rs 80/- Rs 125/- to the graduates it would be desirable to obtain information as to the number of such graduates that became eligible to the benefit with particulars as the date of their entry into service and the pay they get. After the receipt of the particulars the question will be further worked up. Submitted for orders

9/7/46 30) CEE brings to notice that the benefits of the G.O containing the Starting Pay to Engineering graduates is inadmissible

~~to~~ many graduates who are in grade 35-5/2-80 as in G.O. Specifies the initial Starting pay in grade 80-5-125 only. The view point of the CEE is correct and in order that even the graduates who have already joined the department but who are in grade 35-5/2-80, may have the benifit of the recent G.O, a further clarification of the G.O is necessary as under:-

a). The benifit of the higher Starting Salary sanctioned to the Engineering graduate in the recent G.O may be extended to those in grade 35-5/2-80

b). By the very Spirit of the G.O. Sanctioning the enhancement in the Starting Salary, it looks anamolous to keep Engineering graduate in the lower grade viz 35-5/2-80. In order, therefore, to obviate this, Engineering graduate (now in the lower grade) Should be promoted to the grade 80-5-125 as vacancies occur in preference to the Diploma holders irrespective of their present rank.

c). As the new graduate entrants will take their place below those already in service and will draw Rs 80 or 125 according to merit, the cases in case of 3 rank graduate being treated as personal. They will get the benifit of the grade 80-5-125 & draw increment in that grade depending on the relative Seniority & vacancies arising in the grade.

WD 0726—GPB—25,000—15-9-44

Initial pay to graduates and School of Engineering Students granted to the Electrical Establishment

(10) C. F. 69]

Continuation Sheet. Elec File No. / Current No. 231 of 45-46 Page. 30 -Encl

31) As regards non-technical graduates with proficiency in Electrical Technology in the Indian Institute of Science & with practical training in the departments no general orders could be passed. Individual cases may be considered on merits.

32) As regards the date of effect, the date of G.O. should be reckoned ordinarily & this may stand.

Sd/ 10/7

33) Govt sanction a starting pay of Rs 80 for graduates candidates and a start of Rs 125 to the ranked candidates first. This was in line with the candidates taken in the P.W.D as Surveyors in grade 60-5/2-125-10-125. C.R.E points out that there are some graduates in service in the lower grade of 35-5/2-80 and these men cannot get the benefit of the G.O, as this has been confined to the next higher grade viz 80-5-125. This may, in fairness, be granted and the start of Rs 80 may be given to all graduates whether they may be started in the lower grade or higher grade only viz. 80-5-125 since Rs 80 is the max^m of the lower grade & min of the higher grade.

34) Reg the date of coming into force of the G.O., it has to be given effect to from the date of the G.O. as is usual, unless otherwise specified. C.R.E. will be told accordingly. Sd/ 12/7/46

35) They will have to be treated as supernumeraries Sd/ 16/7/46 absorbed as vacancies occur — there being given the 1st chance

B 16/7

Sd/ 21/7/46

Min of Dewan Fin Secy

Sd/ 17/7/46

BEWAN'S OFFICE 24 JUL 1946 NO 637

OFFICE OF THE ... FOR PUBLIC WORKS 17 JUL 1946 No. 521

SPECIAL SECRETARIAT U.O.No. Fi..... 367 15/7

Initial pay to graduates and School of Engineering students recruited to the Establishment

General and Revenue Secretariat | File No. of 194 . | [App. F. III-2 (11)

Serial No.

38) A draft letter to the Govt is put up for approval. But before issuing the letter the undermentioned points require clarification :-

1) It is ordered now the graduates are to be kept as supernumerary in the grade of Rs. 80-5-125, it will only mean extra cost to Govt. It is therefore for consideration whether they should not be kept as supernumerary in the higher grade and counted against the posts in grade Rs. 35-5/2-80

A

2) By giving first chance to the graduates for absorption in grade Rs. 80-5-125, the school Engineering students in grade Rs. 35-5/2-80 who have put in long service and are waiting for promotion to the higher will be hard hit. It is therefore for consideration whether a certain proportion of vacancies in the higher grade should not be reserved for the promotion of school students.

NOTE—Contn. Sheet.

VD 26/7

Re. point (1) supra, in view

(17)

Serial No.

at 'A' supra appear the correct way to be accepted.

Re. Point (2). Kind ref. is invited to Para 30(b & c) Supra. As stated above the Engg. Graduate are to be counted in grade 30-5/2-80 and treated as supernumeraries in grade 80-5-125 till all the graduate get absorbed into the higher grade. In order to hasten this process, graduate to be promoted to the higher grade in preference to the Non graduate. After this is over a certain Percentage say 25% of vacancies in grade 80-5-125 may be reserved for non graduate and for the remaining, graduate to be taken straightaway into the higher grade. A.

Secy) RK/26/7

40) I think orders passed may be given effect to. RK/27/7

41) Issue RK/27/7

Issued in No. EDS 273/Elect 231-45-7 dated 29th July 1946. To the Chief Elect Engineer, stating that all the graduates may be started in the grade Rs. 80-5-125 etc

& Auditor, Elect Deptt

Initial ban to graduates & School of Engineering students. (13)

General and Revenue Secretariat | File No. 23/ of 1945-6 | [App. F. III-2

Serial No.

228

Letter No. 4284, dated the 14th August 1946 from the Chief Electrical Engineer.

Requests for reconsideration of orders on his proposals.

(2) The C.E.E. requests that his proposals may be accepted. He is not in favour of the recruiting of graduates to the grade Rs. 80-5-125, as this will bar the promotion of the School of Engineering students who are already in the grade of Rs 35-5/2-80 and who have put in long service in the Dept.

(3) The points raised in para 3 are for consideration.

The C.E.E. states that if all the graduates have to be started in the Dept. on Rs 80/- p.m. in the higher grade of Rs 80-5-125 there will be stagnation in the case of about 240 men who have put in several years of service in the grade of Rs 30-5/2-80.

Besides, if all appointments are to be reserved for purely graduates in the higher grade, the School of Engineering students, both diploma and certificate holders working in grade Rs 35-5/2-80 with years of service will be debarred from promotion to the higher grade, with a view thereby to avoiding discontentment amongst the lower grade employees, the C.E.E. commends acceptance of his recommendations made in para 3 of his letter dated 4.7.46. This will entitle the graduates to the pay fixed by Govt but they will be placed in the graduation list in grade 30-5/2-80 according to date of their recruitment. Some of the graduates however who are stagnating in Rs 30-5/2-80 will be given preference at the time of promotions from the grade to other and a major number of vacancies will be utilised for promoting School of Engineering students from lower grade to higher grade.

Submd. for orders.

H.

NOTE—Contn. Sheet.

(114)

File No. of 194 . | General and Revenue Secretariat

Serial No.

(d) CEE is not in favour of absorbing the graduates in the grade 80-5-125 straightaway after they are started on Rs 80/- as ordered in GO. dated 29.7.46. but recommends that in order to avoid discontentment among the diploma holders, the graduates be counted in the lower grade 36-5/2-80 even though they are started on Rs 80/-. The recommendation does not fall in line with the spirit of the GO issued enhancing the starting pay of the graduates. This recommendation of the CEE to perpetuate the practice of putting down the graduates in grade 36-5/2-80 is not acceptable as in no department are technical graduate taken in such a low grade. One question has already been fully considered in paras 30 to 35.

However (d) The above GO does however affect the prospects of the diploma holders and it is with a view to give them also a chance for promotion, a modification was suggested at 'A' in Para 39 Supra. This may be approved.

Secy) 28/8

Serial No.

Government have recently sanctioned a starting pay of Rs 80 to the Engineering graduates in all the technical departments. The Electrical Department at present have three grades, 35-5/2-80, 80-5-125 and 125-10-175, for graduates as well as diploma holders. The C.E.E's contention now is that the graduates are ordered by Government to be started on Rs 80 in the grade of 80-5-125 and The diploma holders will therefore have no vacancies in the upper grade and will have to rot in the lower grade. The C.E.E. therefore proposes that the graduates though appointed on Rs 80 should be still placed in the lower grade until they get their chance to the upper grade along with the diploma holders as per seniority and selection. In this connection, there is no definite ratio fixed by Government for the number to be taken from each class. The situation is similar to what was obtaining in the P.W.D. when the graduates were counted against the Sub Overseer's posts and had to go through the grades of Overseers and Sub Engineers along with the diploma holders. A ratio as detailed in the margin was then fixed for promotion from the Suboverseer's to Overseer's grade in the P.W.D. and on the same anology a ratio of 2 graduates to 1 Diploma holder may be adopted in the present case, the graduates being initially placed in the higher grade of Rs 80-

25% IClass Graduates
25% Seniormost graduate
25% Seniormost backward community graduate
25% Seniormost non-graduate.

(11b) Starting pay for Engineering graduates in the Elec Dept

File No. of 194 . | Public Works Secretariat

Serial No.

5-125 straight away. It is not at all fair that the Engineering graduates of the Electrical Department should be placed in the lower grade of diploma subordinates when their colleagues in the P.W.D. are not so treated.

4) The proposal as above may be sanctioned.

Mr P.W. + Dewan Jr Rm'ded. KW/10 8/46. B 10/8

5) B 13/8

FINANCIAL SECRETARY U.O.No. F..... 1288 14/8 BANGALORE

DEWAN'S OFFICE 20 AUG. 1946 NO 1403

5½) I had a subsequent personal discussion with the C.B.R. reg the above matter. His diffy is to secure graduates of the B.E. and when advertisement is made very few apply as against the Brahmin candidates who apply in larger numbers. But the appointment of the latter will worsen the communal ratio against the Backward. Therefore there is a large no. of diploma holders + non-graduates in the lower grade. He therefore has proposed that the graduates may be given a start of Rs 80 p.m, but they may be appointed against the lower grade of 35-5-80, and a larger number of diploma holders in this lower grade, may be promoted by seniority to the higher grade of 80-5-125, as against the B.E. graduates, when vacancies occur. In view of the above elucidation given above, C.B.R's proposal as at (A) may be approved.

OFFICE OF THE MINISTER FOR PUBLIC WORKS 17 AUG. 1946 No. 1403

(A)

Min P.W. + Dewan KW/17 8/46 I agree. 8/8 KW/17/8 KW/20 8/46 KW/21/8 be approved.

5½) For promotion of graduates to the higher grade of 80-5-125 may be approved. A ratio of 3 diploma holders to 1 graduate may be approved. The proposal as at (B) overleaf may also be approved.

Starting pay for Engineering graduates in the Electrical Department (II)

C. F. 69]

Continuation Sheet. File No. / Current No. Elec. 2361 of 1945-46 Page.

i) I agree.
ARM
15/9 ii) KW 18/9/46.
18/9/46

b) Chief Electrical Engineer's further letter No. 4142 dated 7th August 1946 on the above subject

Recommended Modified Orders are now to issue as per orders in paras 51 to 54 above. But, the C.E.E. in his further letter dated 7th August 1946, states that the point raised in

H) para 4 of his letter No 5824 dated 4.7.46 Viz. the extension of the benefit of higher pay to Science Graduates, i.e. B.A., B.Sc., M.Sc. with Certificate of proficiency in Electro-Technology awarded by the Indian Institute of Science or practical training in the department, remain still to be clarified. It is further stated that these hands have been accorded the same benefits as Graduates in Engineering all along and the C.E.E. requests to obtain definite orders of Govt to extend the benefit of the higher pay to these hands also, as in the case of Graduates in Engineering.

3) Another point raised by the C.E. again is date of effect of the benefit of higher pay to graduates & Certificate Holders in Engineering. According to existing orders, the effect is from the date of Govt order issued from

18/ Starting pay for Engineering Graduates etc in

C. F. 69] [illegible]

Continuation Sheet. File No. / Current No. of . Page.

the Electrical Secty vdg 7th June 1946. The CGE explains that in the P.W.D., the date of effect of the higher starting salaries was 9th March 1946 according to the G.O. issued in the P.W. Dept earlier, and that it appears rather inequitable to vary the benefits of service under Govt between persons of similar qualifications entertained in two different departments & that the cost on this account will be Rs 2000 approximately & that this will be more than offset by the incentive that it creates in these men for good work.

(ii) As regards the first point raised by the CGE in his present letter, kind reference is invited to para 31 of rules & orders where this question has been ruled upon. The C.G.E. will if approved be informed in terms of this para vdg 31.

Re the date of effect of the G.O., the CGE has been informed that it is the date of the G.O. & this reference, will if approved be marked to this Govt for orders.

Htav 19-4-46

As regards the extension of benefits to graduates other than Engg graduates, the G.O. dated 29-11-46 is clear on the point. The G.O says that the starting pay may be given

Secy Y

Serial No.

q. 259 Cial

to "all graduats". This includes B.A., B.Sc., M.Sc Etc – all graduats with proficiency in Electro-technology or practical experience in the deptt.

As regards the date from which the G.O is to take effect, reference is invited to para 36 q note. C.E.E may be informed accordingly.

The above if approved will be communicated to C.E.E while communicating orders as in paras 51 to 52 Supra q note.

Secy) 19/9

Submitted with a draft for approval.

Kept in discussion with the Secy.

19/9 Actg 23-9-46 Pt 27/9

Secy) 27/9

Issue

KM/27 9 UB

27/9

The point re. promotions of Graduats to non-graduats to the higher grade in the ratio 1:3 requires clarification in the G.O to be issued. This proportional promotion was accepted with a view to give a chance of promotion to many experienced non-graduats who have put in many years of Service. So there has to be a limitation to this as otherwise, after a time the graduats will be worse-off than the non-graduats.

NOTE—Contn. Sheet

File No.	of 194	General and Revenue Secretariat
		Serial No.

Air Comd HQ – Govt has agreed (para 50) that proposals be seen again by the Secy in view the ~~former~~ slight further modification of Opn & Fin Memo. [illegible]

Issued vide [illegible] directing certain modified procedure in regard to promotion of graduates [illegible]

Elec 231-45-2.

TELEPHONE NO. 2110.

IN REPLY REFER TO NO. 2794 ENCLO. the proposed Scale of pay (in six Cols)

TELEGRAPHIC ADDRESS: "GOMED"

CODES USED
BENTLEY'S LIEBER'S
A. B. C. 6TH EDITION
BUSINESS TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Bangalore, 4th March 19 46.
(MYSORE, S. INDIA.)

94 Proc 46

SECRETARY TO GOVERNMENT Date Elec 11/4 ELECTL & RYS.

11/4.

The Secretary to the Govt. of Mysore,
Electrical Department,
BANGALORE.

ELECTRICAL ENGINEER BANGALORE No. 1864 Dated 11-4-1946

Sir,

Subject:- Non-Gazetted Executive Establishment of the Electrical Department.

1. I have the honour to state that considerable difficulty is being experienced in securing sufficient number of executive subordinates from graduates and passed students of School of Engineering for the vacancies that are sanctioned from time to time in the department, in spite of our best efforts directly and through the Public Service Commissioner.

2. From the interview with some of the prospective applicants and the conversation I have had with some of the Educational Officers, it is learnt that the real reason for not securing sufficient number of qualified hands for the work in the department is the very low grades and the low starting salary prevailing. A student of the School of Engineering, after completing the S.S.L.C. Course, is required to go through a strenuous and costly training for nearly three years before he becomes eligible for employment in the department. With regard to College of Engineering, passed students of Intermediates in Science and Science Graduates go through a very extensive, strenuous and costly training, both academical and practical, for 4 to 5 years before they become eligible for employment in the department.

3. The lowest grade in the department, according to the Re-organisation sanctioned during September 1944, is ₹35-5/2-80. According to the rules of Recruitment approved by Government in G.O.No.EDS.9-14-C dated 9th October 1943, a student who obtains the Certificate in the School of Engineering is to be started in the lowest grade referred to above on ₹35/- per month. A diploma holder of the School of Engineering is to be given a

P.T.O.

start of Rs50/- per month and graduates are to be started on Rs60, Rs70 and Rs80 per month, depending upon whether he is an ordinary graduate or a first-class graduate or/first rank in first class respectively.

4. The opinion of the educationists as well as the men that have obtained the training and who are seeking employment is that the starting pay and the grade in which they are started are too low compared with the expenses and trouble undertaken by them in going through the training in the College and the School of Engineering and particularly so when the cost of living has abnormally risen. Chances of reduction in the cost of living are very remote and therefore it is absolutely necessary that the grade and the starting salaries in the department are revised appropriately as to make it attractive for graduates and passed students of the School of Engineering to take up work in the department. Another important reason, which contributes to the department being unable to secure sufficient number of qualified men, is the general development that is taking place throughout the country and almost all British Indian Provinces and Indian States are undertaking extensive extensions to their generating and distribution stations with the result that there is a great demand for qualified hands throughout India, particularly in Electrical Engineering. In order to secure sufficient number of qualified men , the other States and British Provinces are offering lucrative salaries for the qualified men with the result that all the students that pass out of our College and School secure employment at lucrative salaries elsewhere and the department is left without sufficient number of qualified hands for recruitment. In addition to lucrative salaries, the other provinces and States have been offering very many other conveniences, such as quarters, etc., which make the services in other places more attractive.

5. As a large number of extensions are being undertaken by the department and sufficient number of men will have to be recruited immediately to have them trained in various sections of the department, such as Generation, Transmission, Distribution and Telephones, it is absolutely necessary that the grades and starting salaries be revised, so that they may at least be better than what they are at present, if not so lucrative as are being given by other States and British Provinces. I therefore enclose herewith a proposition statement for the revision of the grades in the non-gazetted

cadre of the department and request you to kindly obtain and communicate very early approval of Government therefor.

6 The extra cost on this account, which amounts to about ₨1,19,400/- per year, will be met by suitable provision being made in the revised budget for the next year.

7. Further I request approval of Government for the revision of the starting salary of the qualified hands as follows:-

(1) That the Certificate students of the School of Engineering be started on a minimum salary of ₨50/- per month in the grade of ₨50-5-100.

(2) That the Diploma holder of the School of Engineering, Mechanical or Electrical, be given a starting salary of ₨60/- in grade ₨50-5-100.

(3) A first-class Diploma Holder of the School of Engineering be given a starting salary of ₨70/- per month in grade ₨50-5-100.

(4) A graduate in Mechanical or Electrical Engineering from the College of Engineering or equivalent examination be given a starting salary of ₨80/- per month in the grade of ₨50-5-100.

(5) A first-class graduate in Mechanical or Electrical Engineering be given a staring salary of ₨90/- per month in the grade ₨50-5-100.

(6) A first in first-class graduate be given a starting salary of ₨100/- per month in the grade of ₨50-5-100.

8 In this connection it may be mentioned that it is feared that unless the revised grades, as provided for in the proposition statement, and the starting salaries, as recommended above, are granted, it will be extremely difficult for the department to recruit sufficient number of men for the proposed works that are expected to be taken up until 1950 and further development thereafter. I may further add that as the department undertakes the erection of machinery, transmission line and distribution system departmentally, the need for skilled and sufficiently trained qualified hands is very great and therefore everything possible to secure the services of sufficient number of qualified personnel is imminent.

I have the honour to be,
Sir,
Your most obedient servant,

Chief Electrical Engineer

MH-CSC.

9 P.S. In this connection I may mention that the grades proposed are those that were in force in the department before the retrenchment was effected in the year 1935.

9/4

GOVERNMENT OF MYSORE.

Proposition Statement in support of Revision of Scales of

Sl. No.	Designation.	EXISTING SCALE. Grade	Financial Average of the Grade.	No. of appointments in each. Designation.	Total. Grade	Total average cost P. M.	Sl. No.
1	2	3	4	5	6	7	8
1.	Station Operators.	125-10-175.	158½	29	..	..	1.
2.	Statistician	-do-	-do-	1	..	..	2.
3.	Foreman	-do-	-do-	2	..	..	3.
4.	Jr.Technical Assistants.	-do-	-do-	4	..	..	4.
5.	Transmission Line Inspectors	-do-	-do-	3	..	..	5.
6.	Auto Telephone Inspectors.	-do-	-do-	3	..	..	6.
7.	Head Draftsman	-do-	-do-	1	..	..	7.
					43	Rs 6,808½	
8.	Station Operators.	80-5-125	108	16	..	..	8.
9.	Senior Operators.	-do-	-do-	21	..	..	9.
10.	Lamp and Line Inspectors.	-do-	-do-	19	..	..	10.
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..	11.
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..	12.
13.	Govt. Building Inspectors.	-do-	-do-	2	..	..	13.
14.	Auto Telephone Inspectors.	-do-	-do-	3	..	..	14.
15.	Work-shop Foremen	-do-	-do-	2	..	..	15.
16.	Draftsmen	-do-	-do-	4	..	..	16
17.	Overseers	-do-	-do-	3	..	..	17.
18.	Work-shop Foremen	50-10/2-100	80	1	..	..	
					107	Rs11,528	

pay in the non-gazetted Executive and other Technical Establishment.

PROPOSED SCALE.						
Designation.	Grade.	Financial average of the Grade.	No. of appointments in each. Designation.	~~Total.~~ Grade.	Total average cost p.m.	Extra cost per month.
9	10	11	12	13	14	15
tation Operators	150-10-200.	183⅓	29	..	..	..
tatistician	-do-	-do-	1	..	..	..
oreman	-do-	-do-	2	..	..	..
r.Technical Assistants.	-do-	-do-	4	..	..	..
ransmission Line Inspectors.	-do-	-do-	3	..	..	..
ito Telephone Inspectors.	-do-	-do-	3	..	..	..
ead Draftsman	-do-	-do-	1	..	..	..
				43	Rs 7,883⅓	Rs 1,075
ation perators.	100-10-150	133⅓	16	..	..	..
nior perators.	-do-	-do-	21	..	..	..
mp and Line nspectors.	-do-	-do-	19	..	..	..
ransmission ine Inspectors.	-do-	-do-	28	..	..	..
nior Labo- ratory Assist- nts.	-do-	-do-	8	..	..	..
vt.Building nspectors.	-do-	-do-	2	..	..	..
to Telephone nspectors.	-do-	-do-	3	..	..	..
rk-shop Foremen	-do-	-do-	3	..	..	..
aftsmen	-do-	-do-	4	..	..	..
erseers	-do-	-do-	3	..	..	..
				107	Rs14,266⅔	Rs2,738⅔

ntinued on Page 2.

9	10	11	12	13	14	15
Assistant Operators.	50-5-100	$80\frac{5}{9}$	75	..	..	..
Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	..
Meter Inspectors	-do-	-do-	38	..	..	..
Night Trouble Inspectors.	-do-	-do-	12	..	..	..
Jr.Laboratory ~~Inspectors.~~ Assistants	-do-	-do-	16	..	..	..
Special Detective Inspectors.	-do-	-do-	6	..	..	..
Operator and Line Inspectors.	-do-	-do-	28	..	..	..
Asst.Govt.Building Inspectors.	-do-	-do-	4	..	..	..
Auto Telephone Operators.	-do-	-do-	21	..	..	..
Auto Tel.Exchange Supervisers.	-do-	-do-	5	..	..	..
Dept. Telephone Operators.	-do-	-do-	18	..	..	..
Statisticians	-do-	-do-	6	..	..	..
Draftsmen	-do-	-do-	9	..	..	..
				272	21,911 $\frac{1}{9}$	6,135 $\frac{1}{9}$
				422	Rs 44,061 $\frac{1}{9}$	Rs 9,948 $\frac{7}{9}$

Extra cost per mensem= Rs.9,948 $\frac{7}{9}$

-do- annum = Rs.1,19,385 $\frac{1}{3}$

or Rs.1,19,400/-

ct to the following

oposals for revision
of the first two
by Government.

es that these pro-
Government, the

CHIEF ELECTRICAL ENGINEER. 6/4

9/4

rtment.

1	2	3	4	5	6	7
19.	Assistant Operators.	35-5/2-80	58	75	..	..
20.	Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..
21.	Meter Inspectors	-do-	-do-	38	..	..
22.	Night Trouble Inspectors.	-do-	-do-	12	..	..
23.	Jr.Laboratory ~~Inspectors.~~ Assistants	-do-	-do-	16	..	..
24.	Special Detective Inspectors.	-do-	-do-	6	..	..
25.	Operator and Line Inspectors.	-do-	-do-	28	..	..
26.	Asst. Govt.Building Inspectors.	-do-	-do-	4	..	..
27.	Auto Telephone Operators.	-do-	-do-	21	..	..
28.	Auto Tel.Exchange Supervisers.	-do-	-do-	5	..	..
29.	Dept. Telephone Operators.	-do-	-do-	18	..	..
30.	Statisticians	-do-	-do-	6	..	..
31.	Draftsmen	-do-	-do-	9	..	..
					272	Rs 15,776
					422	Rs. 34,112½

Present Scale examined and found correct sub
remarks.

As per Art. 71-IV-(2) of M.C.A.C. Vo. 1, no
of establishment should be submitted after the clo
Quarters of the official year except when called f

However, as the Chief Electrical Engineer st
posals are being submitted as per instructions fro
statement has been verified.

D. Nanak

AUDITO
Electfical De

GOVERNMENT OF MYSORE.

Proposition Statement in support of Revision of Scale

EXISTING SCALE.

Sl. No.	Designation.	Grade	Financial Average of the Grade.	No. of appointments in each. Designation.	Total. Grade	Total average cost P. M.
1	2	3	4	5	6	7
1.	Station Operators.	125-10-175.	158⅓	29	..	..
2.	Statistician	-do-	-do-	1	..	..
3.	Foreman	-do-	-do-	2	..	..
4.	Jr.Technical Assistants.	-do-	-do-	4	..	..
5.	Transmission Line Inspectors	-do-	-do-	3	..	..
6.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
7.	Head Draftsman	-do-	-do-	1	43 Rs 6,808⅓	
8.	Station Operators.	80-5-125	108	16	..	..
9.	Senior Operators.	-do-	-do-	21	..	..
10.	Lamp and Line Inspectors.	-do-	-do-	19	..	..
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..
13.	Govt. Building Inspectors.	-do-	-do-	2	..	..
14.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
15.	Work-shop Foreman	-do-	-do-	2	..	..
16.	Draftsmen	-do-	-do-	4	..	..
17.	Overseers	-do-	-do-	3	..	..
18.	Work-shop Foreman	50-10/2-100	80	1	..	..
					107	Rs11,528

of pay in the non-Gazetted Executive and Senior Technical Establishment.

PUBLIC SERVICE.

Sl. No.	Designation.	Grade.	Financial average of the Grade.	No. of appointments in each. Designation.	No. of appointments in each. Total. Grade	Total average cost p.m.	Extra cost per month.
9		10	11	12	13	14	15
.	Station Operators	150-10-200.	183⅓	29	..	..	..
	Statistician	-do-	-do-	1	..	..	..
	Foreman	-do-	-do-	2	..	..	..
	Jr.Technical Assistants.	-do-	-do-	4	..	..	..
	Transmission Line Inspectors.	-do-	-do-	3	..	..	..
	Auto Telephone Inspectors.	-do-	-do-	3	..	..	..
	Head Draftsman	-do-	-do-	1	..	..	..
					43	Rs 7,883⅓	Rs 1,075
	Station Operators.	100-10-150	133⅓	16	..	..	..
	Senior Operators.	-do-	-do-	21	..	..	..
	Lamp and Line Inspectors.	-do-	-do-	19	..	..	..
	Transmission Line Inspectors.	-do-	-do-	28	..	..	..
	Senior Laboratory Assistants.	-do-	-do-	8	..	..	..
	Govt.Building Inspectors.	-do-	-do-	2	..	..	..
	Auto Telephone Inspectors.	-do-	-do-	3	..	..	..
	Work-shop Foremen	-do-	-do-	3	..	..	..
	Draftsmen	-do-	-do-	4	..	..	..
	Overseers	-do-	-do-	3	..	..	..
					107	Rs14,266⅔	Rs2,733⅓

Continued on Page 2.

1 . 2	3	4	5	6	7	
19. Assistant Operators.	35-5/2-80	58	75	..	..	1
20. Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	1
21. Meter Inspectors	-do-	-do-	38	..	..	2
22. Night Trouble Inspectors.	-do-	-do-	12	..	..	2
23. Jr.Laboratory ~~Inspectors~~ Assistants	-do-	-do-	16	..	..	22
24. Special Detective Inspectors.	-do-	-do-	6	..	..	23
25. Operator and Line Inspectors.	-do-	-do-	28	..	..	24
26. Asst. Govt.Building Inspectors.	-do-	-do-	4	..	..	25
27. Auto Telephone Operators.	-do-	-do-	21	..	..	2
28. Auto Tel.Exchange Supervisors.	-do-	-do-	5	..	..	27
29. Dept. Telephone Operators.	-do-	-do-	18	..	..	28
30. Statisticians	-do-	-do-	6	..	..	29
31. Draftsmen	-do-	-do-	9	..	..	30
				272	Rs 15,776	
				422	Rs. 34,112½	

Present Scale examined and found correct subj
remarks.

As per Art. 71-IV-(2) of M.C.A.C. Vo. 1, no p
of establishment should be submitted after the clos
Quarters of the official year except when called fo

However, as the Chief Electrical Engineer sta
posals are being submitted as per instructions from
statement has been verified.

J. Verma

AUDITOR
Electfical Dep

8	9	10	11	12	13	14	15
8.	Assistant Operators.	50-5-100	$80\frac{5}{9}$	75	..	..	..
9.	Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	..
0.	Meter Inspectors	-do-	-do-	38	..	..	..
1.	Night Trouble Inspectors.	-do-	-do-	12	..	..	..
2.	Jr.Laboratory ~~Inspectors~~ Assistants	-do-	-do-	16	..	..	..
.	Special Detective Inspectors.	-do-	-do-	6	..	..	..
.	Operator and Line Inspectors.	-do-	-do-	28	..	..	..
	Asst.Govt.Building Inspectors.	-do-	-do-	4	..	..	..
	Auto Telephone Operators.	-do-	-do-	21	..	..	..
	Auto Tel.Exchange Supervisers.	-do-	-do-	5	..	..	..
	Dept. Telephone Operators.	-do-	-do-	18	..	..	..
	Statisticians	-do-	-do-	6	..	..	..
	Draftsmen	-do-	-do-	9	..	..	..
				272	21,911$\frac{1}{9}$		6,135$\frac{1}{9}$
				422	Rs 44,061$\frac{1}{9}$		Rs 9,948$\frac{7}{9}$

Extra cost per mensem = Rs.9,948$\frac{7}{9}$

-do- annum = Rs.1,19,385$\frac{1}{2}$

or Rs.1,19,400/-

ct to the following

oposals for revision
of the first two
by Government.

es that these pro-
Government, the

9/4

rtment.

CHIEF ELECTRICAL ENGINEER. 6/4

Proposition statement in support of Revision of Scale

Sl. No.	Designation.	EXISTING SCALE. Grade	Financial Average of the Grade.	No. of appointments in each. Designation.	Total. Grade	Total average cost P. M.
1	2	3	4	5	6	7
1.	Station Operators.	125-10-175.	158⅓	29	..	..
2.	Statistician	-do-	-do-	1	..	..
3.	Foreman	-do-	-do-	2	..	..
4.	Jr.Technical Assistants.	-do-	-do-	4	..	..
5.	Transmission Line Inspectors	-do-	-do-	3	..	..
6.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
7.	Head Draftsman	-do-	-do-	1	43 Rs 6,808⅓	
8.	Station Operators.	80-5-125	108	16	..	..
9.	Senior Operators.	-do-	-do-	21	..	..
10.	Lamp and Line Inspectors.	-do-	-do-	19	..	..
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..
13.	Govt. Building Inspectors.	-do-	-do-	2	..	..
14.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
15.	Work-shop Foreman	-do-	-do-	2	..	..
16.	Draftsman	-do-	-do-	4	..	..
17.	Overseers	-do-	-do-	3	..	..
18.	Work-shop Foreman	50-10/2-100	80	1	..	..
					107 Rs11,528	

of pay in the non-gazetted Executive and other Technical Establishment.

PROPOSED SCALE.

Sl. No.	Designation.	Grade.	Financial average of the Grade.	No. of appointments in each. Designation.	Total. Grade	Total average cost p.m.	Extra cost per month.
8	9	10	11	12	13	14	15
1.	Station Operators	150-10-200.	183⅓	29	..	..	..
2.	Statistician	-do-	-do-	1	..	..	..
3.	Foreman	-do-	-do-	2	..	..	..
4.	Jr.Technical Assistants.	-do-	-do-	4	..	..	..
5.	Transmission Line Inspectors.	-do-	-do-	3	..	..	..
6.	Auto Telephone Inspectors.	-do-	-do-	3	..	..	..
7.	Head Draftsman	-do-	-do-	1	do 43	[illegible] Rs 7,883⅓	[illegible] Rs 1,075
8.	Station Operators.	100-10-150	133⅓	16	..	..	..
9.	Senior Operators.	-do-	-do-	21	..	..	..
10.	Lamp and Line Inspectors.	-do-	-do-	19	..	..	..
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..	..
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..	..
13.	Govt.Building Inspectors.	-do-	-do-	2	..	..	..
14.	Auto Telephone Inspectors.	-do-	-do-	3	..	..	..
15.	Work-shop Foreman	-do-	-do-	3	..	..	..
16.	Draftsmen	-do-	-do-	4	..	..	..
17.	Overseers	-do-	-do-	3	..	..	..
					107	Rs14,266⅔	Rs2,738⅓

Continued on Page 2.

1	2	3	4	5	6	7	
19.	Assistant Operators.	35-5/2-80	58	74	..	..	
20.	Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	
21.	Meter Inspectors	-do-	-do-	38	..	..	
22.	Night Trouble Inspectors.	-do-	-do-	12	..	..	
23.	Jr.Laboratory ~~Inspectors~~ Assistants.	-do-	-do-	16	..	..	
24.	Special Detective Inspectors.	-do-	-do-	6	..	..	
25.	Operator and Line Inspectors.	-do-	-do-	28	..	..	
26.	Asst. Govt.Building Inspectors.	-do-	-do-	4	..	..	
27.	Auto Telephone Operators.	-do-	-do-	21	..	..	
28.	Auto Tel.Exchange Supervisors.	-do-	-do-	5	..	..	
29.	Dept. Telephone Operators.	-do-	-do-	18	..	..	
30.	Statisticians	-do-	-do-	6	..	..	
31.	Draftsmen	-do-	-do-	9	..	..	
					272	Rs 15,776	
					422	Rs.34,112½	

Resent Scale examined and found correct subj
remarks.

As per Art. 71-IV-(2) of M.C.A.C. Vo. 1, no p
of establishment should be submitted after the clos
Quarters of the official year except when called fo

However, as the Chief Electrical Engineer st
posals are being submitted as per instructions from
statement has been verified.

D. Nevinah

AUDITOR,
Electfical Depa

8	9	10	11	12	13	14	15
8.	Assistant Operators.	50-5-100	80 5/9	75	..	..	..
9.	Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	..
0.	Meter Inspectors	-do-	-do-	38	..	..	..
1.	Night Trouble Inspectors.	-do-	-do-	12	..	..	..
2.	Jr.Laboratory Inspectors.	-do-	-do-	16	..	..	..
3.	Special Detective Inspectors.	-do-	-do-	6	..	..	..
.	Operator and Line Inspectors.	-do-	-do-	28	..	..	..
.	Asst.Govt.Building Inspectors.	-do-	-do-	4	..	..	..
.	Auto Telephone Operators.	-do-	-do-	21	..	..	..
.	Auto Tel.Exchange Supervisers.	-do-	-do-	5	..	..	..
.	Dept. Telephone Operators.	-do-	-do-	18	..	..	..
	Statisticians	-do-	-do-	6	..	..	..
	Draftsmen	-do-	-do-	9	..	..	..
					272	21,911 1/9	6,135
					422	Rs 44,061 1/9	Rs 9,948 1/9

Extra cost per mensem = Rs.9,948 7/9

-do- annum = Rs.1,19,385 1/3

or Rs.1,19,400/-

ct to the following

roposals for revision
of the first two
by Government.

es that these pro-
Government, the

9/4

rtment.

CHIEF ELECTRICAL ENGINEER.

6/4

Proposition Statement in support of Revision of Scal

EXISTING SCALE.						
Sl. No.	Designation.	Grade	Financial Average of the Grade.	No. of appointments in each.		Total average cost P. M.
				Designation.	Total. Grade	
1	2	3	4	5	6	7
1.	Station Operators.	125-10-175.	152½	29	..	..
2.	Statistician	-do-	-do-	1	..	..
3.	Foreman	-do-	-do-	2	..	..
4.	Jr.Technical Assistants.	-do-	-do-	4	..	..
5.	Transmission Line Inspectors	-do-	-do-	3	..	..
6.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
7.	Head Draftsman	-do-	-do-	1	..	..
					43	Rs 5,808½
8.	Station Operators.	80-5-125	108	16	..	..
9.	Senior Operators.	-do-	-do-	21	..	..
10.	Lamp and Line Inspectors.	-do-	-do-	19	..	..
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..
13.	Govt. Building Inspectors.	-do-	-do-	2	..	..
14.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
15.	Work-shop Foreman	-do-	-do-	2	..	..
16.	Draftsmen	-do-	-do-	4	..	..
17.	Overseers	-do-	-do-	3	..	..
18.	Work-shop Foreman	80-10/2-100	80	1	..	..
					..	..
					107	Rs11,628

of Dey in the non-gazetted executive and other Technical establishments.

1. No. Designation.	Grade.	Financial cost of the Grade.	No. of appointments in grade. Declara-tion.	Total Grade	Total cost per mensem.	Total cost per annum.
(9)	(10)	(11)	(12)	(13)	(14)	(15)
Station Operators	100-10-150.	100	29	..	..	.
Statistician	-do-	-do-	1	..	..	..
Foreman	-do-	-do-	2	..	..	..
Jr. Technical Assistants.	-do-	-do-	4	..	..	..
Transmission Line Inspectors.	-do-	-do-	3	..	..	..
Auto Telephone Inspectors.	-do-	-do-	3	..	..	..
Head Draftsman	-do-	-do-	1	..	..	..
				42	D 7,883⅓	D 1,075
Station Operators.	100-10-150	133⅓	16	..	..	..
Senior Operators.	-do-	-do-	21	..	..	..
Leap and Line Inspectors.	-do-	-do-	10	..	..	..
Transmission Line Inspectors.	-do-	-do-	28	..	..	..
Senior Laboratory Assistants.	-do-	-do-	8	..	..	..
Govt. Building Inspectors.	-do-	-do-	2	..	..	..
Auto Telephone Inspectors.	-do-	-do-	8	..	..	..
Work-shop Foreman	-do-	-do-	3	..	..	..
Draftsmen	-do-	-do-	6	..	..	..
Overseers	-do-	-do-	3	..	..	..
				167	D14,000	D2,735

Continued on Page 5.

1	2	3	4	5	6	7	
19.	Assistant Operators.	35-5/2-80	58	75	..	..	
20.	Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	
21.	Meter Inspectors	-do-	-do-	38	..	..	
22.	Night Trouble Inspectors.	-do-	-do-	12	..	..	
23.	Jr.Laboratory Inspectors. Assistants	-do-	-do-	16	..	..	
24.	Special Detective Inspectors.	-do-	-do-	6	..	..	
25.	Operator and Line Inspectors.	-do-	-do-	28	..	..	
26.	Asst. Govt.Building Inspectors.	-do-	-do-	4	..	..	
27.	Auto Telephone Operators.	-do-	-do-	21	..	..	
28.	Auto Tel.Exchange Supervisors.	-do-	-do-	5	..	..	
29.	Dept. Telephone Operators.	-do-	-do-	18	..	..	
30.	Statisticians	-do-	-do-	6	..	..	
31.	Draftsmen	-do-	-do-	9			
					272	Rs 15,776	
					422	Rs.34,112½	

Resent Scale examined and found correct subj
remarks.

As per Art. 71-IV-(2) of M.C.A.C. Vo. 1, no p
of establishment should be submitted after the clos
Quarters of the official year except when called fo

However, as the Chief Electrical Engineer st
posals are being submitted as per instructions from
statement has been verified.

J. Menhar

AUDITOR
Electfical Dep

8	9	10	11	12	13	14	16
8.	Assistant Operators.	60-6-100	80 5/9	5	..	..	..
9.	Sub-Line and Lamp Inspectors.	-do-	-do-	4	..	..	..
0.	Meter Inspectors	-do-	-do-	2	..	..	..
1.	Night Trouble Inspectors.	-do-	-do-	1	..	..	..
2.	Jr.Laboratory ~~Inspectors~~ Assistants	-do-	-do-	1	..	..	..
3.	Special Detective Inspectors.	-do-	-do-		..	..	..
4.	Operator and Line Inspectors.	-do-	-do-	2	..	..	..
5.	Asst.Govt.Building Inspectors.	-do-	-do-	4	..	..	..
6.	Auto Telephone Operators.	-do-	-do-	21	..	..	..
7.	Auto Tel.Exchange Supervisors.	-do-	-do-	5	..	..	..
8.	Dept. Telephone Operators.	-do-	-do-	18	..	..	..
9.	Statisticians	-do-	-do-	6	..	..	..
0.	Draftsmen	-do-	-do-	9	..	..	..
				272	Rs 21,911 1/9		Rs 6,135 1/9
				482	Rs 44,061 1/9		Rs 9,048 7/9

Extra cost per annum Rs.0,048 7/9

-do- annum Rs.1,19,205

Rs.1,19,400/-

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GOVERNMENT OF N.W.F.P.

12

Proposition Statement in support of revision of Scale

EXISTING SCALE.

Sl. No.	Designation.	Grade	Financial Average of the Grade.	No. of appointments in each. Designation.	Total Grade.	Total average cost P. M.
1	2	3	4	5	6	7
1.	Station Operators.	125-10-175.	168½	28	..	..
2.	Statistician	-do-	-do-	1	..	..
3.	Foreman	-do-	-do-	2	..	..
4.	Jr.Technical Assistants.	-do-	-do-	4	..	..
5.	Transmission Line Inspectors	-do-	-do-	3	..	..
6.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
7.	Head Draftsman	-do-	-do-	1	..	..
					43	Rs 6,806½
8.	Station Operators.	80-5-125	108	16	..	..
9.	Senior Operators.	-do-	-do-	21	..	..
10.	Lamp and Line Inspectors.	-do-	-do-	19	..	..
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..
13.	Govt. Building Inspectors.	-do-	-do-	2	..	..
14.	Auto Telephone Inspectors.	-do-	-do-	8	..	..
15.	Work-shop Foreman	-do-	-do-	2	..	..
16.	Draftsman	-do-	-do-	4	..	..
17.	Overseers	-do-	-do-	3	..	..
18.	Work-shop Foreman	80-10/2-100	80	1	..	..
					107	Rs11,528

s of pay in the non-gazetted executive and technical establishment.

Cl. No.	Designation.	Grade.	Financial overcost of the Grade.	No. of appointments in each. Substantive	Total. Grade	Total overcost cost p.m.	Extra cost per month.
8	9	10	11	12	13	14	15
1.	Station Operators	160-10-200.	10%	1	**	**	**
2.	Statistician	-do-	-do-		**	**	**
3.	Foreman	-do-	-do-		**	**	**
4.	Jr. Technical Assistants.	-do-	-do-		**	**	**
5.	Transmission Line Inspectors.	-do-	-do-	1	**	**	**
6.	Auto Telephone Inspectors.	-do-	-do-	3	**	**	**
7.	Head Draftsman	-do-	-do-	1	**	**	**
8.	Station Operators.	100-10-150	12%	10	40	Rs 7,882	Rs 1,075
9.	Senior Operators.	-do-	-do-	21	**	**	**
10.	Cable and Line Inspectors.	-do-	-do-	10	**	**	**
11.	Transmission Line Inspectors.	-do-	-do-	50	**	**	**
12.	Senior Laboratory Assistants.	-do-	-do-	8	**	**	**
13.	Govt. Building Inspectors.	-do-	-do-	2	**	**	**
14.	Auto Telephone Inspectors.	-do-	-do-	3	**	**	**
15.	Work-shop Foreman	-do-	-do-	3	**	**	**
16.	Draftsmen	-do-	-do-	4	**	**	**
17.	Overseers	-do-	-do-	8	**	**	**
					107	Rs 14,000	Rs 2,725

ntinued on Page 5.

1	2	3	4	5	6	7
19.	Assistant Operators.	35-5/2-80	58	75	..	..
20.	Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..
21.	Meter Inspectors	-do-	-do-	33	..	..
22.	Night Trouble Inspectors.	-do-	-do-	12	..	..
23.	Jr.Laboratory ~~Inspectors~~ Assistants	-do-	-do-	16	..	..
24.	Special Detective Inspectors.	-do-	-do-	6	..	..
25.	Operator and Line Inspectors.	-do-	-do-	28	..	..
26.	Asst. Govt.Building Inspectors.	-do-	-do-	4	..	..
27.	Auto Telephone Operators.	-do-	-do-	21	..	..
28.	Auto Tel.Exchange Supervisers.	-do-	-do-	5	..	..
29.	Dept. Telephone Operators.	-do-	-do-	18	..	..
30.	Statisticians	-do-	-do-	6	..	..
31.	Draftsmen	-do-	-do-	9	..	..
					..	..
					272	Rs 15,776
					422	Rs.34,112½

Increment Scale examined and found correct sub
remarks.

As per Art. 71-IV-(2) of K.S.A.C. Vo. 1, no p
of establishment should be submitted after the clos
Quarters of the official year except when called fo

However, as the Chief Electrical Engineer st
posals are being submitted as per instructions from
statement has been verified.

J. Venkata

Electrical Dep

8	9	10	11	12	13	14	15
18. Assistant Operators.		CO-8-100	Co. $\frac{5}{9}$	75	..	..	..
19. Sub-Line and Lamp Inspectors.		-do-	-Co-	24	..	..	..
20. Meter Inspectors		-do-	-Co-	33	..	..	..
21. Night Trouble Inspectors.		-do-	-Co-	12	..	..	..
22. Jr.Laboratory Inspectors.		-Co-	-do-	16	..	..	..
23. Special Detective Inspectors.		-Co-	-do-	6	..	..	..
24. Operator and Line Inspectors.		-Co-	-do-	23	..	..	..
25. Asst.Govt.Building Inspectors.		-Co-	-do-	4	..	..	..
26. Auto Telephone Operators.		-do-	-do-	21	..	..	..
27. Auto Tel.Exchange Supervisors.		-do-	-Co-	5	..	..	..
28. Dept. Telephone Operators.		-do-	-do-	18	..	..	..
29. Statistician		-do-	-do-	6	..	..	..
30. Drafts		-Co-	-do-	9	..	..	..
					78 ..	21,911 $\frac{1}{9}$	6,1[illegible]
					422	Rs 44,061 $\frac{1}{9}$	Rs 0,[illegible]

Extra cost per annum = Rs.0,048 $\frac{7}{9}$

-do- annum = Rs.1,10,300

or Rs.1,10,400/-

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posals for revision
of the first two
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Proposition Statement in support of Revision of Scal

EXISTING SCALE.

Sl. No.	Designation.	Grade	Financial Average of the Grade.	No. of appointments in each. Designation.	Total Grade	Total average cost P. M.
1	2	3	4	5	6	7
1.	Station Operators.	125-10-175.	162½	29	..	..
2.	Statistician	-do-	-do-	1	..	..
3.	Foreman	-do-	-do-	2	..	..
4.	Jr.Technical Assistants.	-do-	-do-	4	..	..
5.	Transmission Line Inspectors	-do-	-do-	3	..	..
6.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
7.	Head Draftsman	-do-	-do-	1	..	..
					43	Rs 6,808
8.	Station Operators.	80-5-125	108	16	..	..
9.	Senior Operators.	-do-	-do-	21	..	..
10.	Lamp and Line Inspectors.	-do-	-do-	19	..	..
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..
13.	Govt. Building Inspectors.	-do-	-do-	2	..	..
14.	Auto Telephone Inspectors.	-do-	-do-	3	..	..
15.	Work-shop Foreman	-do-	-do-	2	..	..
16.	Draftsman	-do-	-do-	4	..	..
17.	Overseers	-do-	-do-	3	..	..
18.	Work-shop Foreman	80-10/2-100	80	1	..	..
					..	..
					107	Rs11,528

of pay in the non-gazetted executive and other technical [illegible].

[illegible]

No.	Designation.	Grade.	Financial scarcity of the Grade.	No. of appointments in grade.		Total scarcity cost p.m.	Scarcity cost per cent.
				Designation.	Total. Grade		
1	2	10	11	12	13	14	15
1.	Station Operators	100-10-200.	10%	50	..	..	.
2.	Statistician	-do-	-do-	1	..	..	..
3.	Foreman	-do-	-do-	2	..	..	..
4.	Sr. Technical Assistants.	-do-	-do-	4	..	..	..
5.	Transmission Line Inspectors.	-do-	-do-	8	..	..	..
6.	Auto Telephone Inspectors.	-do-	-do-	9	..	..	..
7.	Head Draftsman	-do-	-do-	1	43	Rs 7,085	Rs 1,075
8.	Station Operators.	100-10-150	10%	16	..	..	..
9.	Senior Operators.	-do-	-do-	21	..	..	..
10.	Line and Line Inspectors.	-do-	-do-	10	..	..	..
11.	Transmission Line Inspectors.	-do-	-do-	28	..	..	..
12.	Senior Laboratory Assistants.	-do-	-do-	8	..	..	..
13.	Govt. Building Inspectors.	-do-	-do-	2	..	..	..
14.	Auto Telephone Inspectors.	-do-	-do-	3	..	..	..
15.	Work-shop Foreman	-do-	-do-	3	..	..	..
16.	Draftsmen	-do-	-do-	4	..	..	..
17.	Overseers	-do-	-do-	3	..	..	..
					157	Rs 14,100	Rs 2,7

Continued on Page 2.

1	2	3	4	5	6	7	8
19.	Assistant Operators.	35-3/2-80	68	75	..	..	19
20.	Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	20
21.	Meter Inspectors	-do-	-do-	38	..	..	21
22.	Night Trouble Inspectors.	-do-	-do-	12	..	..	22
23.	Jr.Laboratory Inspectors.	-do-	-do-	16	..	..	23
24.	Special Detective Inspectors.	-do-	-do-	6	..	..	24
25.	Operator and Line Inspectors.	-do-	-do-	28	..	..	25
26.	Asst. Govt.Building Inspectors.	-do-	-do-	4	..	..	26
27.	Auto Telephone Operators.	-do-	-do-	21	..	..	27
28.	Auto Tel.Exchange Supervisors.	-do-	-do-	5	..	..	28
29.	Dept. Telephone Operators.	-do-	-do-	18	..	..	29
30.	Statisticians	-do-	-do-	6	..	..	30
31.	Draftsmen	-do-	-do-	9	..	..	31
					..	..	
					272	Rs. 15,776	
					422	Rs.34,112	

Present Scale examined and found correct subj
remarks.

As per Art. 71-IV-(2) of M.C.A.C. Vo. 1, no p
of establishment should be submitted after the clos
Quarters of the official year except when called fo

However, as the Chief Electrical Engineer sta
posals are being submitted as per instructions from
statement has been verified.

J. Venkata

AUDITOR
Electrical Dep

9	10	11	12	13	14	15
Assistant Operators.	50-5-100	80 6/9	76	..	..	..
Sub-Line and Lamp Inspectors.	-do-	-do-	34	..	..	..
Meter Inspectors	-do-	-do-	38	..	..	..
Night Trouble Inspectors.	-do-	-do-	12	..	..	..
Jr.Laboratory ~~Inspectors.~~ Assistants	-do-	-do-	16	..	..	..
Special Detective Inspectors.	-do-	-do-	6	..	..	..
Operator and Line Inspectors.	-do-	-do-	28	..	..	..
Asst.Govt.Building Inspectors.	-do-	-do-	4	..	..	..
Auto Telephone Operators.	-do-	-do-	21	..	..	..
Auto Tel.Exchange Supervisors.	-do-	-do-	5	..	..	..
Dept. Telephone Operators.	-do-	-do-	18	..	..	..
Statisticians	-do-	-do-	6	..	..	..
Draftsmen	-do-	-do-	9	..	..	..
				72	21,911 1/9	6,1[illegible]51
				422	Rs 44,061 1/9	Rs 6,346 1/9

Extra cost per mensem= Rs.9,948 2/9

-do- annum = Rs.1,19,385 1/3

or Rs.1,19,400/-

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of the first two
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CHIEF ELECTRICAL ENGINEER 6/4

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the [illegible]ju of [illegible]ycore.

Read -

C.[illegible].P. .6635-5716 dated 25th February 1944, laying down rules gov rning the [illegible]ycore ublic orks ervice.

2. Lett r o.28637 dated 25th pril 1945 from the Chief Electrical ngineer on the [illegible] r c. annual ay to be granted to the merit candidate in ngineering.

3. Letter o. .10310/F1/or. dated 31st May 1945 from the General anager, yore [illegible] ailway on the subject.

4. Letter os.1554/E and 2469 dated 0-[illegible]-45 and 12-[illegible]-45 from the Chief Engineers for rrigation [illegible] Roads and Buildings on the same subject.

Order thereon o. . .3334-3301 dated, Bangalore, 28th May 1946.

For 19-45-15

Government direct that the candidate securing the top rank in the civil, mechanical and electrical branch of the [illegible] examination be granted an additional pay of Rs.125/- (as against Rs.100 at present) on taking up the first appointment in the grade of Rs.CO-5-150-10-300, the other conditions being started in G.O.60 in the above memorandum laid down in G.O.[illegible].P. .6635-310/ dt.13-45-15 dated 27th June 1945.

2. The pay of the top rank engineering graduates who are now in the Subordinate Service is raised to Rs.125 per mensem in the same grade with effect from the date of this order.

[illegible]

2331
6-6-46

B F Markham
Secretary to Government,
Public Works Department.

To

The Chief Engineer for Irrigation
The Chief Engineer for Roads and Buildings
The Chief Electrical Engineer, Ryore
The General Manager, Southern Railways
and Public Service Inspector in Ryore
The Comptroller to Government (through the Pl.Secty)

Copy to Electrical Secty

Submitted
Similar orders are
under issue in the Elec. Secty.

Appendix F. G.—1]

SUBJECT.....

.....

Print 7 copies

In duplicate

Section Ele d

File No. 231/45.

Serial No. 5

Diary No. of letter replied to...1064

No. Edn. 2935 37/Elel 231/45-5

Dy 7-6-46

General and Revenue Secretariat

( )

the 194

To.

The Chief Electrical Engineer

Sir.

Date of issue 7-6-46

Signed by Mr. P. K. Raju

With reference to the correspondence ending with your letter No 27694 dated the 9th April 1946 and 30317 dated the 2nd May 1946 on the question of the revision of the grades and the starting pay to the non-gazetted employees of your Department, I am directed to state that Govt regret their inability to accept the proposal to revise the grades referred to in your letter of the 9th April 1946 as it involves ~~if~~ considerable extra cost.

As regards the starting pay, I am to say that the ~~pure~~ diploma holders

List of enclosures.....

Copied by.....

Examined by .....

of the School of Engineering may be given Rs 80/- and the certificate holders Rs 60/- in the grade Rs 35-5½-80. With regard to the graduates the following starting pay namely 1) B E - [illegible] - Rs 80/- per 2) B E [illegible] and (3) B.E I in First class - Rs 125/- may be given in the grade Rs 80-5-125 [illegible] } For Orders

[illegible]

[illegible] 6/46.
Secy to Govt
Edn Dept

Memo)

Copy of the above is forwarded to:

1) the Director of Govt Ind ITI

2) the Asstt Electrical Engineer

for information & necessary action

[illegible]
Secy

Copy for the limited file

1864
Elec

App. F VI G 10.

Government of His Highness the Maharaja of Mysore.

Electrical
~~PUBLIC WORKS~~ DEPARTMENT.

Starting pay:- Passes orders regarding the —— for Licentiates, certificate holders, Graduates in Mechanical & Electrical Engineering.

G. O. No. EDS 2935-37 DATED 7th June 1946.

May this be

i. printed ? yes
ii. treated as a standing order ? yes
iii. published in the Gazette English Part ? No
iv. translated ? No
v. placed at the disposal of the press ? No
vi. published in the Gazette Kannada Part ? No

Submitted for approval
15/6

15/6

Elecl 231-45-6.

2?

TELEPHONE No. 2110.

IN REPLY REFER TO NO. S 884 ENCLO. one Copy of letter

TELEGRAPHIC ADDRESS:
"GOMED"

CODES USED
BENTLEY'S LIEBER'S
A. B. C. 6TH EDITION.
BUSINESS TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Bangalore,.....4th....JULY.....19 46.
MYSORE, S. INDIA.)

SECRETARY TO GOVERNMENT Date 8 Jly 49 ELECTL. & RYS.

ELECTRICAL SECRETARIAT BANGALORE Rec. No. 32 Date 9.7.1946

To

The Secretary to Government,
Electrical Department,
BANGALORE.

Sir,

Initial pay to graduates and School of Engineering Students recruited to Executive Establishment.

Adverting to your letter No.EDS.2935-37/Elecl.231-45-5 dated 7-6-1946, on the above subject, I have the honour to state as follows:-

1. In para 2 of the above order it is stated that a graduate in Engineering (viz., B.E.) appointed in the Electrical Department may be started on Rs.80/- per mensem or Rs.125/- per mensem in grade Rs. 80-5-125 according as he is an ordinary or 1st in I Class Graduate. This imposes a restriction in extending the benefit of the higher pay, such higher pay being admissible on the candidate's appointment or promotion to grade Rs. 80-5-125.

2. The Auditor, Electrical Department, has, in his letter No.8008 dated 24-6-1946, requested me to point out vacancies in grade Rs. 80-5-125 against which the existing graduates in Engineering may be counted, as otherwise the benefit of higher pay is inadmissible. A copy of the above letter is herein enclosed for your kind reference. Further, the benefit of drawing Rs.80/- per mensem in grade Rs.80-5-125 is admissible as per Art. 83 of M.S.R. and hence no special Order appears necessary to allow Rs.80/- per mensem to any one in grade Rs.80-5-125.

P.T.O.

3. Owing to the reasons enumerated above, the graduates in this Department are not in any way benefited by the order under reference unless the benefit of higher pay is allowed in grade Rs.35-5/2-80 as recommended in my letter No.27662 - dated 9-4-1946. I would therefore request you kindly to obtain approval of Government to start ordinary and I rank graduates in Mechanical or Electrical Engineering on a pay of Rs.80/- p.m. and Rs.125/- p.m. respectively in grade Rs. 35-5/2-80, the excess salary over Rs.80/- p.m. allowed to a few hands being treated as a personal allowance in recognition of merit. This benefit will place the Engineering Graduates recruited to Electrical - Department on the same position and status as those recruited to the Public Works Department.

4. Further, the order mentions that the benefit of increased pay is applicable only to Graduates in Engineering, viz., B.E. But, on former occasions, Science Graduates, viz., B.A., B.Sc., or B.Sc.(Hons.) with certificate of proficiency in Electrical Technology of the Indian Institute of Science, or with practical training in the Department, have been appointed in Executive - Establishment and the benefits admissible to Graduates in Engineering have been extended to these candidates also, vide G.O. No.EDS.2851-3 dated 21-3-1944. I would therefore request you kindly to obtain approval of Government to start candidates with the above qualifications on Rs.80/- p.m. in grade Rs.35-5/2-80.

5. Again, G.O.No. P.W.6295-310/Est.19-45-12 dated 27-3-1946 extends the benefit of higher initial pay with effect from 9-3-46 while no such specific date is mentioned in G.O.No.EDS.2935-37/ Elecl.231-45-5 dated 7-6-1946, implying that the date of effect is the date of the order, viz., 7-6-1946. Thus the employees in Public Works Department have secured a differential treatment over those in the Electrical Department. As candidates possessing similar qualifications, viz., Degree, Diploma or Certificate in Mechanical or Electrical Engineering are recruited to Public Works Department and Electrical Department, it is necessary to place

the candidates on a similar footing in this Department. I would therefore request you kindly to obtain approval of Government to extend the benefit of higher initial pay with effect from 9-3-1946 to graduates and Certificate holders in Engineering working in the Department on that date, as well as to those recruited thereafter.

6. I solicit early orders in the matter so that the benefit may be extended to the employees as early as possible by way of encouragement.

I have the honour to be,
Sir,
Your most obedient servant,

CHIEF ELECTRICAL ENGINEER.

Appendix F. G.—1]

SUBJECT Initial pay to graduates & School of Engineering students recruited & posted to Executive establishment.

Section Elect

File No. 231-45.

Serial No. 7

Diary No. of letter replied to 32

No. EDS 273/Elect 231-45-7 dated 29th July 1946

General and Revenue Secretariat

( )

the 194 .

To.

The Chief Electrical Engineer, Bangalore

Date of issue 29-7-1946

Signed by Asst. P. Krishnaraju

Sir,

With reference to correspondence ending with your letter No. 584 dated the 6th July 1946 on the above subject, I am directed to state that the starting pay of Rs. 80/- per month ~~may~~ may be given to all graduates and they may be started in the higher grade of Rs. 80-5-125, since Rs. 80/- is the maximum of the lower grade and the minimum of

List of enclosures

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Examined by

the higher grade. The graduates may be treated as supernumerary in the grade of Rs. 50-5-125 and absorbed as vacancies occur, they being given the first chance.

2. As regards the date from which the G.O. has to be given effect to, I am to state that in the absence of orders to the contrary, it has to take effect from the date of its issue viz. 7th June 1946.

I have etc

KWW 2/46.

Secretary to Govt,
Electrical Dept.

No. 8DS 274
Copy to the Comptroller to Govt.
No. 8DS 275
Copy to the Auditor, Elec. Dept - for information.

14/27/7.

For Secretary to Govt,
Electrical Dept.

14/26/7

Letter No.8008 dated 24th June 1946 from the Auditor, Electrical Department, Bangalore, to the Chief Electrical Engineer to the Govt.of Mysore, Bangalore.

Executive Establishment.

With reference to your letter No.35329-43 dated 19-6-1946, I have the honour to inform you that the starting pay of Rs.80/- fixed for graduates in G.O.No.EDS.2935-37 dated 7-6-1946, is in grade Rs.80-5-125. I request you to kindly point out the vacancies against which the graduates in Statements 'A' & 'B' enclosed with your letter under reference, are to be counted. Till these graduates are provided with vacancies in the Higher grade, only their present pay will be admitted in Audit.

"COPY"

K Narasimhaiya 4/7

/Chief Electrical Engineer.

4.7.46 PA.D 4/7

Elect 231-45-8.

26

TELEPHONE No. 2110.

REPLY REFER TO No. 4284 ENCLO

TELEGRAPHIC ADDRESS: "GOMED"

CODES USED
BENTLEY'S LIEBER'S
A. B. C. 6TH EDITION
BUSINESS TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Bangalore,..1st....August.....19 46.
(MYSORE, S. INDIA.)

The Secretary to the Govt. of Mysore,
Electrical Department,
BANGALORE.

Sir,

Subject:-Initial pay to Graduates and School of Engineering students recruited to the Executive Establishment.

With reference to your letter No.EDS.273/Elecl.231-45-7 dated the 29th ultimo, on the above subject, I have the honour to state that according to this Government Order all graduates to be recruited in the Electrical Department are to be started on Rs80/- per month in the higher grade of Rs80-5-125. If this procedure is adopted, about 240 men in grade Rs35-5/2-80, who have put in several years of service in the department, will have to be continued to stay in the grade of Rs35-5/2-80, as more than half-a-dozen vacancies per year may not be expected to occur in the grade of Rs80-5-125. According to the Government Order under reference, all appointments in the grade of Rs80-5-125 will have to be reserved for purely graduates, and the School of Engineering students, both Diploma and Certificate, who are working in the department in the grade of Rs35-5/2-80 and who have put in a service of several years, will be debarred from being promoted to the higher grade. This will work as a very great hardship and will result in discontentment amongst the lower grade employees.

I therefore request that Government may be pleased to accept my recommendations contained in para 3 of my letter No.584-5 dated the 4th July 1946, which will entitle the graduates to be given the pay fixed by Government, but they will be placed in the gradation list of Rs35-5/2-80 taking into consideration the date of their recruitment. However, while promotions are effected from one grade to the other, some of the graduates, who have been stagnating in the

P.T.O.

grade of Rs5-5/2-80, will be given preference, but a major number of vacancies will be utilised for promoting School of Engineering students from lower grade to higher grade, which procedure is necessary in order to avoid discontentment amongst the staff.

I have the honour to be,
Sir,
Your most obedient servant,

Chief Electrical Engineer.

LH-CSC.

Elec. 231-4-5-9.

28

TELEPHONE No. 2110.

IN REPLY REFER TO NO. 4464 ENCLO.

TELEGRAPHIC ADDRESS: "GOMED"

CODES USED
BENTLEY'S LIEBER'S
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BUSINESS TELEGRAPH CODE.

GOVERNMENT OF MYSORE
ELECTRICAL DEPARTMENT

OFFICE OF THE CHIEF ELECTRICAL ENGINEER

Bangalore, 7th August 1946.
(MYSORE, S. INDIA.)

SECRETARY TO GOVERNMENT * Date Elec 878 KW * ELECTL & PWS

ELECTRICAL OFFICE BANGALORE. No. 259 Date 9-8-1946

The Secretary to Government,
Electrical Department,
BANGALORE.

Sir,

Subject:- Initial pay to graduates in Engineering recruited to the Executive Establishment.

In continuation of my letter No.Confl.4284 dated 1-8-1946 on the above subject, I have the honour to state that the point raised in para 4 of my letter No.584 dated 4-7-1946, viz., extension of the benefit of higher pay to Science Graduates, viz., B.A., B.Sc., or M.Sc., with certificate of proficiency in Electrical Technology awarded by the Indian Institute of Science, Bangalore, or practical training in the Department remains still to be clarified. As already stated by me in my above letter, these hands have been accorded the same benefits as graduates in Engineering all along and I would therefore request you kindly to obtain definite orders of Government to extend the benefit of higher pay to these hands also, as in the case of graduates in Engineering.

2) As regards the date of effect of the benefit of higher pay to graduates and certificate-holders in Engineering I wish to invite your kind reference to para 5 of my letter No.584 dated 4-7-1946 wherein I have sought orders of Government to extend this benefit with effect from 9-3-1946 as in the case of the hands entertained in P.W.D. It appears rather inequitable to vary the benefits of service under Government between men of similar qualifications entertained to two different departments of Government. The differential treatment affords room for discontent and hence I would request you kindly to place the matter again for favourable reconsideration of Government. The benefit herein contemplated goes a long way to stimulate the enthusiasm of quite a large number

P.T.O.

of hands for reliable and efficient work. The cost on this account will be Rs.2,000/- approximately, but this will be more than offset by the incentive that it creates in these men for good work.

I have the honour to be,
Sir,
Your most obedient servant,

Chief Electrical Engineer. 7/8

Appendix F. G.—1]

SUBJECT Starting pay to Graduates and School of Engineering students recruited to the executive establishment of the Electrical Department

Section Elect

File No. 231-45.

Serial No. 10.

Diary No. of letter replied to.....

No. 859 dt 2-10-46

General and Revenue Secretariat

( )

the 194

To.

The Chief Electrical Engineer

Bangalore

Date of issue 2-10-46

Signed by Mr. Raju

Sir,

With reference to your letter No 4284 dated the 1st August 1946 and modification in ~~supersession~~ of this office letter No ELS 2935-37/Elect 231-45-5 dated 7th June 1946 and further letter No ELS 273 dated 28th July 1946 on the above subject, I am directed to state that the

List of enclosures.....

Copied by.....

Examined by.....

WD 02745—GPB—25,000—24-6-46

undermentioned modified procedure may be adopted in the circumstances reported.

(i) The graduates, though appointed according to instructions issued vide No. 2935-37/87-6-1946, on Rs 80/- p.m. may be placed in the grade of Rs 35-5-2-80 instead of Rs 80-5-125 as previously ordered, until they get their chance to the upper grade along with the diploma holders as per seniority and selection.

(ii) When vacancies occur in the higher grade of Rs 80-5-125, a larger number of diploma holders already in the lower grade viz. Rs 35-5-2-80 may be promoted by seniority to the higher grade of Rs 80-5-125 as against graduates, a ratio of three diploma holders to one of graduates being observed in making such promotions.

2. As regards the points raised in your ~~further~~ letter No. 4464 dated the 7th August 1946, I am to state that "Graduates" include BA's, B.Sc's, M.Sc's etc, i.e. all graduates with proficiency

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form*).

in Electro-technology or practical experience in the department and to add that the date of effect of the benefit of higher starting pay should be from the date of the Govt order as already intimated in para 2 of this office letter No. 273 dated the 29th July 1946.

Reply)

D. Narasimha

Secretary to Govt
for Electrical Dept
23/9/46.

Endt. 860-1/Elec
dt 2-10-'46.

Copy with compliments to the Comptroller to Govt (through the Financial Secretary) for information.
Copy to the Auditor, Electrical Dept for information.

for Secy to Govt
Elec. Dept.

WD 03697—GPB—30,000—2-2-46

App. F. VI, G. 10

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS

Electrical Department

Promotions :- Directs that certain modified procedure be adopted in regard to the —— of Licentiates, certificate holders, Graduates in Science, Mechanical & Electrical Engineering

G. O. No. EDS. 859/Elec. 231-45 DATED 2nd October 1946.

150 copies

May this be

i. printed ? yes

ii. treated as a standing order ? yes

iii. published in the Gazette, English Part ?

iv. translated ?

v. placed at the disposal of the Press ?

vi. published in the Gazette, Kannada Part ?

} No

Submitted for approval with fair.

8/10 8/10

S. O.

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

ELECTRICAL DEPARTMENT.

G. O. No. E. D. S. 859—Elecl. 231-46-10, dated 2nd October 1946.

Promotions.

Directs that certain modified procedure be adopted in regard to the —— of Licenciates, certificate-holders, graduates in science (Mechanical or Electrical-Engineering).

ORDER No. E. D. S. 859—ELECL. 231-46-10, DATED BANGALORE, THE 2ND OCTOBER 1946.

FROM

The Secretary to the Government of His Highness the Maharaja of Mysore, Electrical Department, Bangalore.

To

The Chief Electrical Engineer to the Government of Mysore, Bangalore.

Subject. —*Starting pay to Graduates and School of Engineering students recruited to the executive establishment of the Electrical Department.*

SIR,

With reference to your letter No. 4284, dated the 1st August 1946 and in modification of this office letter No. E. D. S. 2935-37—Elecl. 231-45-5, dated 7th June 1946 and further letter No. E. D. S. 273, dated 29th July 1946 on the above subject, I am directed to state that the undermentioned modified procedure may be adopted in the circumstances reported :—

(i) The graduates though appointed on Rs. 80 per mensem according to instructions issued in No. E. D. S. 2935-37, dated 7th June 1946, may be placed in the grade of Rs. 35-5/2-80 instead of Rs. 80-5-125 as previously ordered, until they get their chance to the upper grade along with the diploma-holders as per seniority and selection.

(ii) When vacancies occur in the higher grade of Rs. 80-5-125, a larger number of diploma-holders already in the lower grade, *viz.*, Rs. 35—5/2—80 may be promoted by seniority to the higher grade of Rs. 80—5—125 as against graduates, a ratio of three diploma-holders to one of Graduates being observed in making such promotions.

2. As regards the points raised in your letter No. 4464, dated the 7th August 1946, I am to state that "Graduates" include B.A.'s, B.Sc.'s. M.Sc.'s, etc., *i.e.*, all graduates with proficiency in Electro-technology or practical experience in the department, and to add that the date of effect of the benefit of higher starting pay should be from ~~the date of the Government Order as~~ already intimated in para 2 of this office letter No. E. D. S. 273, ~~dated~~ the 29th July 1946.

I have the honour to be,
Sir,
Your most obedient servant,

K. D. JOSHI,
Secretary to Government,
Electrical Department.

Extd—B. G. S.

WD 2560—GPB—425—31-10-46